CHAPTER - II

RESEARCH METHODOLOGY

OBJECTIVES OF THE STUDY

The broad objectives of the study are listed below serially.

1) What is the nature of job generally preferred by working women?

2) Is there any regional difference in job preferences?

3) What is the average monthly income of these working women?

4) Is there any regional variation in the average income?
5) What are the motivating factors for the woman to take up job?

6) Do the women select the job to build up career?

7) Do they take some special efforts or measures for higher achievements in their job or profession?

8) Do they take any special efforts to improve their qualification after they have started working?

9) How do they adjust the roles as a career woman and as a housewife?

10) What prompts them to change the job?

11) Have they forgone any opportunity while selecting this particular job? If yes, then what were the reasons behind that?

12) Would they like to be compared with housewife?

13) Do they feel any change in their status due to work as compared to the housewife?

14) What are their feelings about themselves as working women?

15) What is the attitude of colleagues towards working woman?

16) How do subordinates behave with a woman as a boss?
17) How do these working women dispose their own income? Do they have any say in this disposal of income?

18) Do these women feel that there is a change in the personality after getting employed?

19) What are the expectations of working women from their own family/colleagues/society?

**HYPOTHESIS**

Hypothesis is the torch in whose light and direction the research is carried out. It focuses light on peculiar dimensions of the study. Hence, utmost care is needed in formulation of Hypothesis. It must be clear, precise, proper, test-worthy and simple in expression. It must have coverage of entire subject. Hypothesis is nothing but certain presumptions forming basis of study.

As stated earlier, it was observed by researcher that lot's of work on women's different issues, more specifically on problems of working women, duel role of present day working women etc has been done. But no study is carried out on career profile. Hence, after discussion with guide following hypothesis was formulated.

Indian women are taking up new economic role. It has various aspects and dimensions. The hypothesis that we want to test is that -

1) Modern day Indian woman is career minded.
2) There is no restriction on her from the family or the society in her job selection.

3) The working woman’s ‘economic independence’ has brought about change in her social position.

4) There is positive change in the society in the outlook towards woman’s creative employment.

UNIVERSE

Indian society is an ancient society and a very complex one. Though it has some unique features, there also a good deal of diversity. The setting in the metropolitan, urban and rural areas is different. The caste and community system continues to influence the society. The geopolitical influences also continue. Hence, it was necessary to choose the places with different backgrounds. Indian villages are still not industrialized though there is rapid industrialization and urbanization. Hence, the choice fell on industrially developing cities. As far as Latur is concerned, the fact that it was a part of Nizam’s kingdom is very significant. Nizam’s kingdom continue to be most orthodox and feudal as compared to the British India. Religion is still a very dominating factor. Latur can still be considered as a relic of the past. However, the forces of change are working in Marathwada. Aurangabad represents this changing society. It is catching up with the rest of Maharashtra. Even in Maharashtra, there is difference between Eastern and Western
Maharashtra. Nagpur happens to be capital of Madhya Pradesh, till reorganization of the States. It was less exposed to the Western influence as compared to Pune and Mumbai. However, due to its central location, Nagpur has a sizable population of people from North, South and East India. It has substantial Hindi speaking population, Bengalis and South Indians. In a way it represents that part of India not fully exposed to the Western influence. Even in Western India, metropolitan city of Mumbai represents highly industrialized Indian society. It is a cosmopolitan city drawing people from all parts of India. It was the presidency town in the British regime and had strong economic ties with the West. It has totally lost agricultural background. Many migrants are of 4th generation. The feudalistic traits are hardly traceable. As far as Pune is concerned, it represents the social movement. It has always been a center of education. It was the first to imbibe the Western influence. The social leaders from Pune were by far the most advanced thinkers in India. Particularly, the movement for emancipation of Indian women virtually started from Pune. Today Pune is well advanced in Industries too. However, cultural considerations still dominate. Unlike Mumbai, material prosperity is not the only consideration. Western influences are critically examined. Hence, Pune has a different role in contributing to the different development of India in future. It is possible to get a glimpse of economic and socio-cultural developments in future in Pune.

Hence, these 5 cities of Latur, Aurangabad, Nagpur, Pune and Mumbai give us an opportunity to study past, present and future development of India in all its unity and diversity and is selected as universe for the study.
SAMPLE SIZE

While fixing the sample size, statistical principle of large size was given due consideration. According to this principle, if moderately large number of items i.e. samples are chosen from the universe at random, then almost surely it would posses characteristics of large group on the average. This allows us to apply results of sample to the universe. Of course, if we want to make it sure that if sample drawn at random from the universe, likely to have same features of the population on average, then it must be sufficiently representative of the population. Again every item in the population must have equal chance of being included in the sample.

This principle also lays down that large number also have greater stability, steadiness, consistency and hence greater reliability. This implies larger the size, more accurate the results are likely to be as compared small sized sample.

Considering this, a sample size of 50 for each of five cities chosen, making it a total of 250 was fixed. Since the samples were geographically widely spread, it was not possible to keep track of each and every sample personally. Hence, instead of having large casulty, this was considered as appropriate size.

COLLECTION OF SECONDARY DATA (LIBRARY WORK)

The first step to understand various dimensions and scope of the
problem, was to study available literature on the subject. It also helps to formulate and focus attention on particular topic. Primary study was undertaken to check whether any study was done on similar topic. In the course, library of Dr. Babasaheb Ambedkar Marathwada University and Jayakar Library (Pune University) were scanned. Though lots of work has been done on working women, it is mainly focused on problems of working women.

After framing topic of the study, its research methodology, collection of concerned material started and researcher found herself in the ocean of literature. For want of material, number of libraries in the City of Aurangabad, like University Library, Library of Dr. Indirabai Pathak Mahila Mahavidyalaya, Library of College of Social Works, High Court Library etc. were visited. In the next step, visits were conducted to Tata Institute of Social Sciences, Mumbai, SNDT college, Pune and Mumbai, Gokhale Institute, Pune, MIDA (Yashada) Library Pune. Lots of material could be gathered from here because of well established computer linkings and very co-operative staff. All reports of various International Seminars, Sumits were collected from TISC Mumbai (SAARC Report, Beijing Conference, Kothari Commission Report, extracts of Eighth Five Year Plan, Report of State Commission for Women and so on). Available books of subjects like Sociology, Psychology, Management, Human Resource Development, History, etc enlightened researcher on various angles of the subject. Recent publications by National Sample Survey on Population, Literacy, etc helped to update the matter.
Actual data collection is the base pillar of entire research work. So utmost care and efforts were put in planning the entire exercise and its execution. Initially, researcher visited all these cities one after another to choose the samples. Time constraints due to household liabilities and service obligations, did not allow researcher to meet all the samples personally and get schedules filled up. Hence, few mediators from different fields, who were friends or relatives were chosen. In their presence few samples were asked to fill the schedules and were interviewed. Responsibility of getting filled other schedules in the same manner was then assigned to these mediators. Few samples agreed to fill it and send it independently. The total response was about 72% while conducting entire procedure, due care was taken to ensure the following points

1) Authenticity of the sample.

2) Accuracy of the data.

3) Secrecy of the information.

4) No time lapse in collection of entire data.

5) Independence of samples.
COLLECTION OF PRIMARY DATA

Primary data was collected in two steps. Researcher herself participated in TV shows conducted by Ex-IAS Officer Mr. Avinash Dharmakari at Pune on topics like debate on reservation for women, Women's Bill, new forms of dowry etc. This provided an excellent opportunity to get views of 'Maharathis' from various fields on one dais. Researcher had a chance to pose her questions. Detailed notes of discussions were made then and there only.

Another adventure was also undertaken with help of a relative. Researcher visited houses of women from rural part of Dombiwal City. Various Women's Social Organizations are very active in the area. These Mandals are not mere social clubs for ladies from affluent class of society, but middle class working women mostly run these organizations. Meeting face to face with these women, who though stay in the capital of the State, but are far away from its developments, helped researcher know what employment means to women. These women, very frank in their opinion really illustrate the position of Indian women. These talks compel one to change opinion about Indian women of post-independent era.

PILOT SURVEY

First the pilot survey was undertaken with a rough questionnaire. It covered various aspects like psychological, economic aspects.

For designing questionnaire, researchers prior experience of M.Phil. degree proved to be of immense help, while selecting sample, it was felt
that approaching totally unknown persons, is not of much help. People have suspicion regarding aim of the study, they have fear of information being leaked out and subsequently landing them in some sort of problems. Hence, they hesitate to open up.

**SAMPLING**

Keeping all these hurdles in mind, Purposive Sampling was adopted. This technique is getting popular now-a-days, especially amongst Ph.D. researchers. It is also known as convenience sampling. Here samples are chosen with deliberate intention. Present study is special kind of study, in the sense that subject cuts across numerous strata of society. Representation of every class of society could not be assumed in Random Sampling. Actually random sample technique is rather reliable and traditional one. But it was not opted for because it would not prove much beneficial to this particular study.

Sample is the small representation of the large universe. Hence, sample selection must ensure representation of the variety. At the same time feasibility of research, its applicability and convenience in data collection without hampering research concept, context and relevance must be ensured. All these factors should strike a balance. Due care was taken to have following characteristics of good and effective sample -

1) Adequacy.
2) Representativeness.
3) Independence.

4) Reliability.

5) Homogeneity.

6) Unbiasedness.

7) Time factor.

8) Quality

**QUESTIONNAIRE**

In pilot survey, it was experienced that people are not much willing to fill in questionnaire themselves. It becomes rather formal. Instead they are happy to chat. So wherever possible, information was collected through informal talks with a group of ladies. It provided researcher an excellent opportunity to read in between lines and to mark out contradictions in the statement. Some samples were asked to fill in the questionnaire in researcher's absence. Almost everybody ticked in for multiple choice questions, but avoided to fill subjective questions like what are your expectations from family, society and give special comments etc. Analysis of the questionnaire followed then.

**DESIGN OF QUESTIONNAIRE**

Part A of questionnaire deals with personal information like name,
age, matrimonial status, age at the time of marriage etc.

Next part has information relating to job or profession like name of organization, designation, period of service, income etc. Then efforts are made to find out achievements in the work, efforts done for it or reasons for forgoing it.

Next is the part dealing with psychological aspect of colleagues, superiors, family members etc. Then psychology of working women itself is looked into, as how she herself feels about her own employment.

In the last part, attempt is made to find out expectations of working lady from her family, society and colleagues, asking her to give special comments, if any.

**QUESTIONNAIRE**

**A) Personal Details**
- Full name
- Postal address
- Educational qualifications
- Married / Unmarried if married age at the time of marriage :

**B) Job / Profession Details**
- a) Present job details
- Name of the Organization / Profession
- Designation
- Period of Experience
Monthly income

b) Previous job details
   Name of the Organization
   Designation
   Period of experience
   Monthly income

C) Factors those motivated you to take-up the job / profession or aim of employment.
   i) Utilization of education or special training
   ii) Monetary gain
   iii) Utilization of time
   iv) Ambition to make a career
   v) On the motivation of ________________________

D) Achievements
   a) In Service
      Name of promotions achieved  1st  2nd  3rd
      Whether routine or extra ordinary  R/Ex  R/Ex  R/Ex
      Please tick (R-Routine, Ex-Extra-ordinary)
      Efforts taken to achieve promotions by
         i) Special training
         ii) Addition in educational examinations
         iii) Departmental examinations
         iv) Any other efforts, (Please specify)
   b) Professional achievements :-
   c) Any improvement in qualification during employment (Yes/No) if yes then which are those
E) Change in job

Number of jobs changed: - ..........................................

Reasons (Please tick)

i) Marriage

ii) To avoid transfers

iii) Higher pay

iv) Got an organization of choice

v) On the insistence of parents, husband, in-laws, children etc.

vi) If any other (please specify)

F) Opportunities forgone in favour of the present job or profession

Like

a) Missed promotion

b) Ignored or declined another better job

c) Could not expand your interests

d) Any other opportunity lost

Reasons (Please tick)

i) Marriage

ii) To avoid separation from family due to transfers

iii) As per your own wish

iv) Not getting an organization of choice

v) On the insistence of parents, husband, in-laws, children etc.

vi) If any other (please specify)

G) Attitude of Persons / Colleagues at workplace towards you for getting work done

Male Positive / Negative / Neutral

Female Positive / Negative / Neutral

H) Attitude and treatment by the next higher authority
a) Supportive    b) Encouraging    c) Neutral
    d) Discouraging    e) Non-cooperative

I) Attitude of subordinates
    a) Respectful    b) Obedient    c) Negligence
    d) disdainful    e) Neutral    f) Non cooperative

J) Your feelings at Work place being working women
    a) Discriminated
    b) Not discriminated
    c) Suppressed
    d) Proud
    e) Any special hazards
        (If yes please mention it)

K) How do you feel as compared to House wife
    a) Satisfied
    b) Proud
    c) Strenuous
    d) Offending
    e) Nothing special

L) Attitude of your family members towards you as working women
   (a) You get more importance
   (b) They feel proud of you
   (c) Indifferent towards your work
        Of Children, (a), (b) or (c) Of Husband, (a), (b) or (c) Of In-laws (a),
        (b) or (c) (Please tick which is applicable)

M) Income
   Total family members :
   a) Earning : b) Non-earning :
Disposal of own income
a) For family
b) I invest in Saving
c) Spend on myself
d) Pool in joint family resources
e) I spend as per my wish
f) Keep entirely separate for special purpose

N) How I feel the change in personality due to employment
a) Liberated
b) Confident
c) Crushed under the burden of responsibility at work place and home
d) No change

O) Your expectation from
a) Family
b) Society
c) Colleagues

P) Any special Comments :

DATA PROCESSING

Primary data collected through schedules was subjected to processing. Entire data was first compiled. Then its categorization
followed. The main criteria for tabulation and categorization was basic objectives of study. As per objectives of research, entire data needs to be processed to maintain relevancy to the subject.

Analysis of the data was partially done manually and partially with the help of computer. Help was taken of computer to draw graphs, histograms, block diagrams and pie charts, supporting the tables. WINDOWS provided this facility. Some data was analyzed by simple percentage and average technique. While drawing inferences, in addition to these statistical tools, notes made during personal visits and prior participation in various programs, were proved to be of immense use. There are many facts which cannot be brought on paper in black and white. But during course of interview, minute observation and reading between lines helps to bring forth such things.
CHAPTER SCHEME

Chapter 1 - Introduction

Chapter 2 - Research Methodology.

Chapter 3 - Indian Society and women’s status of women during various phases.

Chapter 4 - Comment on career for women - past & present.

Chapter 5 - Indian Job Market and Women’s preference.

Chapter 6 - Findings, Conclusions, Recommendations.
"What we want is true equality of opportunity to develop our latent talents and the ending of discrimination on the basis of sex in training, education or in social attitudes obviously there are and there will remain differences in aptitude and ability. Do these not exist between man and another? Have these arguments not been advanced also as regards sections of men, especially Asians and Africans?"

- Indira Gandhi